

2026

BUSINESS ADMINISTRATION — HONOURS

Paper : BBAA-402-CC6

(Human Resource Management)

Full Marks : 75

The figures in the margin indicate full marks.

*Candidates are required to give their answers in their own words
as far as practicable.*

Group - A

1. Answer *any ten* questions :

2×10

- (a) Define Human Resource Management.
- (b) What do you understand by 'work-life' balance?
- (c) Mention two challenges of globalization in HRM.
- (d) What is e-recruitment?
- (e) What is Appraisal Interview?
- (f) What is Vestibule training?
- (g) Define HR Audit.
- (h) Mention two differences between Transfer and Promotion.
- (i) Define Job evaluation.
- (j) What do you understand by Wage Differentials?
- (k) What are ESOPs?
- (l) What do you understand by fringe benefits?
- (m) Define Replacement Cost in HR Accounting.
- (n) What do you understand by the socialization process related to Orientation?
- (o) What is Grievance redressal machinery?
- (p) What is meant by Competency Development?

Group - B

2. Answer *any five* questions :

5×5

- (a) Explain the role of HR in gaining competitive advantage.
- (b) Explain the concepts of Job description and Job specification.

Please Turn Over

(4730)

- (c) Explain workforce diversity as a competitive advantage for any organization.
- (d) How does Social Media play an important role in modern recruitment strategies?
- (e) Distinguish between on-the-job training and off-the-training methods.
- (f) How does HRIS facilitate Workforce Planning and Resource Optimization?
- (g) Briefly explain the process of Compensation Management.
- (h) Explain the role of Arbitration in resolving industrial conflict.

Group - C

Answer **any three** questions.

- 3. Define Human Resource Planning (HRP) and briefly outline the steps involved in the HRP process.
Explain any one tool used by HR managers for employment forecasting. 2+4+4
- 4. What is the relationship between Recruitment and Selection? Discuss the different steps involved in the selection process of HR in an organization. 5+5
- 5. Define Performance Appraisal. Mention the essential characteristics of an effective appraisal system.
Explain the 360 degrees appraisal system with its advantages and limitations. 2+3+5
- 6. Distinguish between Career planning and Succession planning. Explain the Career life stages with a suitable diagram. 5+5
- 7. What is an Industrial Dispute? Explain the process of collective bargaining as an important settlement machinery for Industrial disputes. 2+8